



**Utah Parent Center**  
Special needs, extraordinary potential

## Hiring People with Disabilities

# Advantages to Hiring Individuals with Disabilities

---

The Conference Board, an international business research organization (<https://www.conference-board.org/>), has issued a report that shows the many benefits businesses can reap when they hire workers with disabilities. "Leveling the Playing Field: Attracting, Engaging, and Advancing People with Disabilities" (February 2013) takes a detailed look at the economic and social case for hiring people with disabilities, and explains the steps businesses can take to recruit these valuable workers.

Some of the key benefits:

- 8.3 percent of people with disabilities who are unemployed have a bachelor's degree or higher, compared to just 4.5 percent of those with no disability who are unemployed.
- While many employers report concerns over the cost of disability accommodations, nearly half of accommodations cost nothing at all. The median cost of accommodations was only \$25.
- Thirty-three percent of human resources managers say employees with disabilities have a lower rate of turnover. Hiring a new employee can cost 93% to 200% of the employee's total salary.
- Eighty-five percent of people said they would prefer to give their business to companies that employed people with disabilities.
- A variety of government programs offer incentives to companies hiring people with disabilities. Programs like The Work Opportunity Tax Credit, Vocational Rehabilitation and Employment, Disabled Access Credit (Internal Revenue Code Section 44), Architectural/Transportation Tax Deductions (Internal Revenue Code Section 190), and many more encourage hiring people with disabilities and underwrite costs of accessibility modifications and other accommodations.

The complete report is available online at Conference-Board.org here: <http://fifthfreedom.org/u/ls>. The report and executive summary are free, but registration is required. (Click "Create an Account" in the top right corner.)

Reprint from PACER "News and Events" retrieved 8/16/2013

### Utah Parent Center

230 West 200 South  
Suite 1101  
Salt Lake City, UT 84101  
801.272.1051  
1.800.468.1160  
[info@utahparentcenter.org](mailto:info@utahparentcenter.org)  
[www.utahparentcenter.org](http://www.utahparentcenter.org)